

Summary Memo to the File

██████████, Assistant Professor in ██████████, visited the Equal Opportunity (EO) Office on May 2, 2013. She did not want to file a formal complaint; she wanted assistance in dealing with what she felt was a hostile environment regarding gender and wanted EO to assist her in a reassignment to another department.

██████████ said she was NTT from 2004 – 2012. In 2012, received .5 FTE TT position as partner accommodation (primary employee is ██████████) in ██████████ Department.

Her concern regarding a hostile work environment primarily focused on a recent interaction with her Department Chair, ██████████.

██████████ informed ██████████ that she had applied for the ██████████ Director part-time position. She says he was visibly angry and they had a discussion about her application. She indicated he thought it was premature in her career, that someone might retire in 4-5 years. She says he just kept throwing policy at her with respect to what I could or couldn't teach for next year, because I had shared with him that part of my teaching for next year wasn't challenging.

██████████ told ██████████ there were discrepancies in the application of teaching policies. She told him, for example, a NTT man is teaching a large service course capped at 45 instead of 75 which is the policy. That upset him. Then he said ██████████ sent me an email. He is after me on this (scheduling issues). He asked ██████████: What are you guys doing at night? Looking up class schedules on your computers? ██████████ says ██████████ was visibly angry and ██████████ was very upset with this personal remark about her and her husband (also a member of the department) so she got up and left ██████████ office. That was Friday. On Monday, ██████████ stopped by ██████████ office and stood in the door and said he stands by some of the things that they had discussed, but he apologized for the personal remark. I said thank you very much. I appreciate that you are under a lot of pressure. I told him I trusted him before, but now I don't have any trust.

██████████ also indicated that faculty meetings are uncomfortable and tense; they are intense for everyone.

Sue met with ██████████ who was very apologetic and concerned about ██████████. He said he really values her and wants to keep her in the department. He indicated he will try and see if there is more teaching she can do. He wants to have Sue mediate a discussion between him and ██████████ to work through these issues. He said he is very committed to trying to resolve the situation.

Sue met with ██████████, at his request, on May 13, 2013, who reiterated ██████████ concerns and also reviewed reasons why female professors have left the ██████████ department over the last twenty years. He expressed his concern with other faculty in the Department looking down on ██████████ as a dual career appointment.

On May 23, 2013, Sue met with ██████████ and told her that she and ██████████ had talked with the Dean of ██████████ and ██████████, and they both said they cannot support a permanent reassignment. Sue encouraged ██████████ to talk to the Dean personally.

Sue indicated that [REDACTED] has asked that she do a climate assessment of the department. There appears to be multi-faceted long-standing issues, some of which may be based on gender, and a climate assessment may be helpful to better understand and deal with these issues. The Department Chair, Dean, and Provost all support a climate assessment.

[REDACTED] responded that if Western is not able to make it right and reassign her, then she needs to make choices based on that at the end of the day. She said she knows Western is not making decisions based on the individuals, but on tenure lines. What I'm learning here today is what the university is willing to do.

Sue indicated that the university makes decisions based on facts, and as of today we have not validated facts; she reiterated that that is why she will be doing a climate assessment. Depending on what the results are, then steps can be taken to address them, including enhancing the climate.

[REDACTED] did not want EO to pursue looking into her concerns. She indicated that she will handle this and will meet with [REDACTED] and then she will contact Sue. She will also consider talking to [REDACTED] in a mediated conversation with Sue and then she will consider talking with her mentor. She said she would get back to the EO Office if she wanted our assistance.

[REDACTED] asked the EO Office to conduct a climate assessment which was done in Fall, 2013. The EO Office provided a Climate Assessment report to him in early 2014.